

## Enthusiasm, Smarts, Energy, **Inexperience**



# Hiring teens this summer?

**Teens make great workers when employers help them develop quality work skills and safe work practices.**

- Provide extra supervision to teen workers when they are new to the job. Teens are at a higher risk for injuries than adults, and most injuries occur during the first six months on the job.
- Offer clear instructions and positive feedback.
- Encourage questions. Teen workers may be more reluctant than adults to speak up.

*Treat every young worker with the same care you would want your child to receive at work.*

### Contact a child labor specialist:

☎ On the Web:  
**[www.Teenworkers.Lni.wa.gov](http://www.Teenworkers.Lni.wa.gov)**  
Phone: 360-902-6041  
E-mail: [mmar235@Lni.wa.gov](mailto:mmar235@Lni.wa.gov)

*Other formats for persons with disabilities are available on request. Call 1-800-547-8367. TDD users, call 360-902-5797. L&I is an equal opportunity employer.*

**In all jobs - both agricultural and non-agricultural employment - here are a few things you should know.**

- You must have a minor work endorsement on your master business license to hire anyone under 18, including family members (unless they are children working on their parents' farm).
- Teens must be included in your workers' compensation coverage.
- Some requirements for 14- and 15-years-olds differ from those for 16- and 17-years-olds.
- Certain jobs and equipment are prohibited for anyone younger than 18. Learn the rules for your workplace.
- Teens have restricted work hours, particularly during school weeks.



Washington State Department of  
**Labor & Industries**

*Employment Standards / Workplace Rights*



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